

Date: 29th August, 2023

To,
The Manager,
BSE Limited
P. J. Towers, Dalal Street,
Fort, Mumbai – 400 001
BSE Scrip Code: 506235

To,
The Manager,
National Stock Exchange of India Ltd.
'Exchange Plaza', Bandra Kurla Complex,
Bandra (E), Mumbai – 400 051
NSE Symbol: ALEMBICLTD

Dear Sir/Madam,

Sub: Submission of Business Responsibility & Sustainability Report of the Company for the financial year ended 31st March, 2023.

Pursuant to Regulation 34(2)(f) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015, we enclose herewith a copy of the Business Responsibility & Sustainability Report of the Company for the financial year ended 31st March, 2023.

We request you to kindly take the same on record.

Thanking you.

Yours faithfully,
For Alembic Limited

Rasesh Shah
CFO

Encl.: A/a.

Business Responsibility & Sustainability Report

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L26100GJ1907PLC000033
2. Name of the Listed Entity: Alembic Limited
3. Year of incorporation: 1907
4. Registered office address: Alembic Road, Vadodara – 390 003
5. Corporate address: As above
6. E-mail: alembic.investors@alembic.co.in
7. Telephone: 0265 6637300
8. Website: www.alembiclimited.com
9. Financial year for which reporting is being done: 2022-23
10. Name of the Stock Exchange(s) where shares are listed: NSE & BSE
11. Paid-up Capital: ₹ 5135.64 Lacs.
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report:
DIN: 00242613
Mrs. Malika Amin
Managing Director & CEO
+91 265 6637300
alembic.investor@alembic.co.in
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): Standalone basis Reporting

II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1	Real Estate	Residential & Commercial real estate and leasing	78.49%
2	API Manufacturing	Manufacturing of pharmaceutical intermediates and generic APIs (bulk drug)	21.51%

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover)

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1	Residential real estate development	681	55.75%
2	Leasing of commercial properties	681	22.48%
3	API intermediates	210	15.71%

Note: Other operating income excluded for above %.

Business Responsibility & Sustainability Report

III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	1	1	2
International	Nil	Nil	Nil

17. Markets served by the entity:

- a. Number of locations

Locations	Number
National (No. of States)	1
International (No. of Countries)	Nil

- b. What is the contribution of exports as a percentage of the total turnover of the entity?

The contribution of exports was 1.39% of the total turnover of the Company for the financial year ended 31st March, 2023.

- c. A brief on types of customers

- Real Estate:** In our 'for-sale' residential business, our customers are generally individuals who are salaried/business class individuals or HNI & NRIs. In our 'rental' commercial business, our customers are corporates, financial institutions, business houses, high net worth individuals, etc. The major sectors are IT, KPO, BPO, Engineering, Chemical, Retail, Banking, Financial Services and Insurance (BFSI), food and beverage.
- API:** The products manufactured by the API division are purchased by various pharmaceutical companies. Our customer for job work production/sales are mainly domestic customers of pharmaceutical industry.

IV. Employees

18. Details as at the end of Financial Year:

- a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
EMPLOYEES						
1.	Permanent (D)	170	151	89%	19	11%
2.	Other than Permanent (E)	19	17	89%	2	11%
3.	Total employees (D + E)	189	168	89%	21	11%
WORKERS						
4.	Permanent (F)	101	101	100%	-	-
5.	Other than Permanent (G)	74	72	97%	2	3%
6.	Total workers (F + G)	175	173	97%	2	3%

Business Responsibility & Sustainability Report

b. Differently abled Employees and workers:

S. No	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	-	-	-	-	-
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	-	-	-	-	-
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	-	-	-	-	-
5.	Other than permanent (G)	1	1	100%	-	-
6.	Total differently abled workers (F + G)	1	1	100%	-	-

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8 *	2	25.00%
Key Management Personnel	3 *	1	33.33%

* Mrs. Malika Amin, Managing Director & CEO is considered in both the categories.

20. Turnover rate for permanent employees and workers
(Disclose trends for the past 3 years)

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	15%	48%	19%	8%	5%	7%	14%	-	13%
Permanent Workers	8%	-	8%	9%	-	9%	9%	-	9%

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding / Subsidiary / associate companies / joint ventures (A)	Indicate whether holding / Subsidiary/ Associate/ Joint Venture	% of equity shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1	Nirayu Limited	Holding	Nil	No
2	Alembic City Limited	Subsidiary	100.00%	No
3	Alembic Pharmaceuticals Limited	Associate	28.54%	No *

* Is a listed entity and has its own Business Responsibility initiatives

Business Responsibility & Sustainability Report

VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: **(Yes/No):** Yes
 (ii) Turnover 2022-23: ₹ 123.15 Cr.
 (iii) Net worth 2022-23: ₹ 497.30 Cr.

VII. Transparency and Disclosures Compliances

23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Communities	No	-	-	NA	-	-	NA
Investors (other than shareholders)	No	-	-	NA	-	-	NA
Shareholders	Yes [#]	11	-	NA	17	-	NA
Employees and workers	Yes [@]	-	-	NA	-	-	NA
Customers	Yes ^{\$\$}	58	-	NA	52	-	NA
Value Chain Partners	Yes [§]	-	-	NA	-	-	NA
Other (please specify)	NA	-	-	NA	-	-	NA

[#] The policies guiding Alembic's conduct with all its stakeholders including grievance mechanism are available on the Company's website. Please refer link: <https://www.alembiclimited.com/#team>. Further, the shareholders can raise their complaints through the grievance redressal mechanism provided by SEBI under its SCORES Portal. Please refer link: <https://scores.gov.in/scores/Welcome.html>

[@] For employees we have grievance redressal mechanism called "Bol Bindaas" which is available on Company's intranet.

[§] For commercial leasing business, we have provided access for complaint management through mobile application.

[§] No web-link available.

Business Responsibility & Sustainability Report

24. Overview of the entity’s material responsible business conduct issues

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format:

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1	Real Estate Business: Environmental well being	Opportunity	<ul style="list-style-type: none"> - Use of low carbon emitted raw material - Promoting use of electrical vehicles - Recharge ground water table 	<ul style="list-style-type: none"> - Use of fly-ash in concrete. Secondary steel and fly-ash blocks. - Installation of multiple EV charging stations in premises - Installing harvesting pit and recharge well in projects. 	Positive
		Risk	<ul style="list-style-type: none"> - Use of non-renewable source of energy - Non-adherence of environmental norms 	<ul style="list-style-type: none"> - Installing solar systems wherever feasible. - Following all applicable environmental norms. 	Positive
2	Real Estate Business: Employee well being	Opportunity	<ul style="list-style-type: none"> - Build human capital through trainings and skill upgradation 	<ul style="list-style-type: none"> - Safety, health and well-being programme for work force. 	Positive
3	Real Estate Business: Sustainable procurement	Opportunity	<ul style="list-style-type: none"> - Encouraging material procurement locally 	<ul style="list-style-type: none"> - Material sourced locally. Further, the products are cut bend and fabricated at site to avoid dependences. 	Positive
4	API Business: Resources	Risk: Utilities from outside sources like water/power etc.	Adequacy & timely availability of water/ power	Bore wells to ensure adequate water supply. Own power generation is operational by Diesel Generators/Wind-Mills / Gas Engines, in addition to GEB power supply.	Negative
		Risk: Availability of Critical Raw-material / engineering supplies	Supplier' inability to supply	All vendors are assessed from business continuity perspective. Moreover, for each critical Raw material vendor, we have a multiple vendors.	

Business Responsibility & Sustainability Report

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
5	API Business: Business / economy	Opportunity: Business sustainability	Indian government's make-in-India, policy	We are manufacturing intermediates largely for API manufacturing companies, which have strong demand.	Positive
		Risk: Sustainability of products in market	Products becoming obsolete.	To be competitive in market, we are constantly working on cost reduction at our in-house R & D	Negative
6	API Business: Environmental compliances	Risk: Chemical hazards	Handling of hazardous/ flammable chemicals	We have approved in-house ETP-plant for disposing off the liquid effluents and scrubbing systems to nullify air-pollution and other safety systems in-place.	Positive
			Safety of facility /staff-personnel	Periodic mock drills are carried out to face any emergency. Increasing awareness on Health & Safety	
7	API Business: Data integrity	Risk: Secrecy of ongoing / any new in-house technology	All relevant data needs are recorded & are retrievable to in-house team. Any employee movement or data leak may adversely impact the organization.	Confidentiality agreement for all employees is done. Strict monitoring for compliance of documentation & data control is governed through our independent quality-assurance department & only a select few employees have access to our systems	Negative

Business Responsibility & Sustainability Report

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	https://www.alembiclimited.com/policy/AL-Business%20Responsibility%20Policies.pdf								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes. The policies have been translated into procedures wherever required.								
3. Do the enlisted policies extend to your value chain partners? (Yes/No)	No								
4. Name of the national and international codes/certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	Real Estate: i. ISO 9001 – Quality Management System API: i. FDA/WHO approvals ii. GPCB and other manufacturing approvals iii. Peso license iv. CGWA registration								
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Real Estate: Goals and Target i. Use of recycle content and regionally manufactured materials for construction. API: Goals and Target i. Water conservation in manufacturing process. ii. Reducing power consumption in manufacturing process.								
6. Performance of the entity against the specific commitments, goals and targets along-with reasons in case the same are not met.	The goals and targets are monitored internally.								
Governance, leadership and oversight									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (<i>listed entity has flexibility regarding the placement of this disclosure</i>).	<p>The Company is committed to integrating environmental, social and governance (ESG) principles into its businesses which is central to improving the quality of life of the communities it serves. It adheres to the principles of product stewardship by enhancing health, safety and environmental impacts of products and services across their lifecycles.</p> <p>We are developing sustainable projects keeping all ESG aspects into consideration be in use of glass for better internal natural light and lower requirement of electricity, water conservation, water re-harvesting, etc. During planning our projects, we take special care to ensure that we are not required to cut existing and old trees. Hence, our campuses are lush green as against the concrete jungles, encouraging the work-to-walk concept.</p> <p>The Company is committed to conducting beneficial and fair business practices to the labour, human capital and to the community. It provides employees and business associates with working conditions that are clean, safe, healthy and fair.</p> <p>It strives to be neighbor of choice in the communities in which it operates and contributes to their equitable and inclusive development. To deliver these commitments, the Company has separate CSR Policy, and also has well defined governance practices in line with the "Alembic's Code of Conduct".</p>								

Business Responsibility & Sustainability Report

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	Mrs. Malika Amin, Managing Director & CEO is responsible for implementation and oversight of the Business Responsibility Policies.
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	Yes. The Managing Director & CEO of the Company is responsible for decision making on sustainability related issues. Additionally, the Company has a Board-level committee of risk management which is also responsible to oversee all aspects of Sustainability and ESG.

10. Details of Review of NGRBCs by the Company:																			
Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)									
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9	
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	Y	Y	Y	Annually									
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Event / Need based									
11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide name of the agency.	P1	P2	P3	P4	P5	P6	P7	P8	P9	No									

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated: Not applicable.

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)	Not Applicable								
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)									
It is planned to be done in the next financial year (Yes/ No)									
Any other reason (please specify)									

Business Responsibility & Sustainability Report

SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics/Principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	1	Organizational structure of company, COC, Corporate governance.	100%
Key Managerial Personnel	2	Cyber security, Code of Conduct & POSH.	100%
Employees other than BoD and KMPs,	738	Health & Safety trainings, PoSH Awareness sessions, Technical trainings & workshops, CoC, Soft Skills, Leadership trainings.	73%
Workers		Environment, Health and Safety and well-being.	54%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format: During F.Y. 2022-23, there were no such reported cases on the Company.

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil	Nil	Nil	Nil	Nil
Settlement	Nil	Nil	Nil	Nil	Nil
Compounding fee	Nil	Nil	Nil	Nil	Nil
Non-Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)	
Imprisonment	Nil	Nil	Nil	Nil	
Punishment	Nil	Nil	Nil	Nil	

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
Nil	Nil

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link

Business Responsibility & Sustainability Report

to the policy.

Yes, the Company has an Anti-Corruption and Anti-Bribery Policy, which provides safeguards to prevent the Company in the event of any activity related to bribery, corruption, facilitation payments or kickbacks. The policy is not available in public-domain, however, it is circulated internally through the Company's intranet portal. Additionally, Anti-corruption aspects are also covered in our BRR policy which can be accessed on <https://www.alembiclimited.com/#team>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest:

	FY 2022-23 (Current Financial Year)		FY 2021-22 (Previous Financial Year)	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	Nil	Nil	Nil
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	Nil	Nil	Nil

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.

Not applicable.

PRINCIPLE 2: Businesses should provide goods and services in a manner that is sustainable and safe

Essential Indicators

1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.

Real Estate Business:

We make significant use of sustainable products in our developments, thereby ensuring considerations of circularity by use of recycled materials and operational efficiency in the form of system renewable energy, recycled steel, fly ash, AAC blocks, star rated air conditioners, sewage treatment plants, performance facade systems, electrical vehicle charging station, solar lighting system, retention of trees, promoting cycling in campus etc.

API Business:

	Current Financial Year (₹ In Lac.)	Previous Financial Year (₹ In Lac.)	Details of improvements in environmental and social impacts
R&D	0.59	13.95	To improve the environment and safety.
Capex	65.85	88.66	
Total	66.45	102.61	

Business Responsibility & Sustainability Report

2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)

Real Estate Business: Yes, The real estate business is certified for ISO 9001 – Quality Management Systems in which, we follow all systems and processes for complying and making our supply chain more responsible and sustainable.

API Business: Yes, We have procedure for sustainable sourcing. We need for some of our key starting raw material from imported sources only due to their non-availability indigenously. We do periodic review and vendor visit of these vendors. We have at least one backup vendor for every key raw material.

- b. If yes, what percentage of inputs were sourced sustainably?

Real Estate Business: We procure 55% of our key material within 200 km radius.

API Business: We do prefer domestic suppliers for critical and essential raw material, consumable and engineering items that are needed at manufacturing.

3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.

Real Estate Business:

While this is not applicable to our residential business, our commercial leasing business follows applicable guidelines for handling such products / waste.

API Business:

(a) **Plastics (including packaging):** We have registration certificate as a BRAND OWNER under Rule 13(2) of the Plastic waste management (PWM) Rules, 2016.

(b) **Hazardous waste:** We are sending every process-generated Hazardous waste generated in manufacturing to authorized vendor by GPCB with related manifest and transportation done by vehicle having GPS system registered at GPCB approved site for land fill.

(c) **Other waste:** Bio wastes are disposed as per government guideline. Expired/discarded drug, off specification products are incinerated at GPCB Approved site.

Common to both businesses:

(a) **E-waste:** We are sending E-waste to authorized vendor of GPCB with manifest.

4. Whether Extended Producer Responsibility (EPR) is applicable to the entity's activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.

Extended Producer Responsibility (EPR) is not applicable to the Company's real estate activities. The API business works in compliance with India's Plastic Waste Management Rules, 2016 and the EPR guidelines.

Business Responsibility & Sustainability Report

PRINCIPLE 3: Businesses should respect and promote the well-being of all employees, including those in their value chains

Essential Indicators

I. a. Details of measures for the well-being of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	151	151	100%	151	100%	NA	NA	NA	0	151	100%
Female	19	19	100%	19	100%	19	100%	NA	0	19	100%
Total	170	170	100%	170	100%	19	100%	-	-	170	100%
Other than Permanent employees											
Male	17	17	100%	17	100%	NA	NA	NA	0	17	100%
Female	2	2	100%	2	100%	2	100%	NA	0	2	100%
Total	19	19	100%	19	100%	2	100%	-	-	19	100%

b. Details of measures for the well-being of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	101	101	100%	101	100%	NA	-	NA	-	101	100%
Female	0	-	-	-	-	-	-	NA	-	-	-
Total	101	101	100%	101	100%	-	-	-	-	101	100%
Other than Permanent workers											
Male	72	Workers other than Permanent are covered under ESIC / WC scheme from their respective contractors. WC copy / ESIC monthly contribution is verified from the principal employer.									
Female	2										
Total	74										

Note: The Company also provided employee benefits like death compensation, employee assistance program for mental and physical wellbeing, Covid assistance to its employees and permanent workers.

Business Responsibility & Sustainability Report

2. Details of retirement benefits, for Current Financial Year and Previous Financial Year.

Benefits	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	Note I	Yes	100%	Note I	Yes
Gratuity	100%		No	100%		No
ESI	7%		Yes	8%		Yes
Others – please specify	-	-	-	-	-	-

Note I: Requisite confirmations that PF, ESIC registration certificates continues to remain valid and subsisting are taken from contractors at the time of onboarding and also on an ongoing basis.

3. **Accessibility of workplaces**

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard.

Yes, the premises/ offices of the company, including the registered and corporate offices have ramps to enable easy movement. Most offices are located either on the ground floor or have elevators and infrastructure for differently abled individuals. Wheelchair accessible restrooms are also available at certain premises. Lifts control panel includes braille script for visually impaired people.

4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company has an equal opportunity policy in place as a part of its Code of conduct as well as Policy on Business Responsibility which highlights on providing equal opportunities to every competent applicant in jobs/promotions, skill upgradation and does not discriminate based on one's race, caste, religion, color, ancestry, marital status, gender, sexual orientation, age, and nationality. The referred code / policy is available at <https://www.alembiclimited.com/#team>

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	N.A.	N.A.	N.A.	N.A.
Female	I	100%	Nil	Nil
Total	I	100%	Nil	Nil

Business Responsibility & Sustainability Report

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No	(If Yes, then give details of the mechanism in brief)
Permanent Workers	Yes	Employees and workers may raise their grievances through the channels specified in Whistle-blower policy (https://www.alembiclimited.com/policy/AL-Whistle%20Blower%20Policy.pdf) and PoSH policy on concerns on actual or suspected violations of the code. We have Bol Bindaas system at company's intranet for receiving employee feedback/ suggestions.
Other than Permanent Workers	Yes	
Permanent Employees	Yes	
Other than Permanent Employees	Yes	

7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Total employees / workers in respective category (A)	No. of employees / Workers in respective category, who are part of association(s) or Union (B)	% (B/A)	Total employees / workers in respective category (C)	No. of Employees / Workers in respective category, who are part of association(s) or Union (D)	% (D/C)
Total Permanent Employees						
- Male	3	3	100%	3	3	100%
- Female	Nil	Nil	N.A.	Nil	Nil	N.A.
Total Permanent Workers						
- Male	79	79	100%	89	89	100%
- Female	Nil	Nil	Nil	Nil	Nil	Nil

8. Details of training given to employees and workers:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
Employees										
Male	168	98	58%	103	61%	181	102	56%	83	46%
Female	21	10	48%	17	81%	25	5	20%	8	32%
Total	189	108	57%	120	63%	206	107	52%	91	44%
Workers										
Male	175	98	56%	93	53%	174	98	59%	81	49%
Female	Nil	Nil	N.A.	Nil	N.A.	Nil	Nil	N.A.	Nil	N.A.
Total	175	98	56%	93	53%	174	98	59%	81	49%

Business Responsibility & Sustainability Report

9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	168	168	100%	181	181	100%
Female	21	21	100%	25	25	100%
Total	189	189	100%	206	206	100%
Workers						
Male	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Female	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.
Total	N.A.	N.A.	N.A.	N.A.	N.A.	N.A.

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? **(Yes/ No)**. If yes, the coverage such system?

Yes, both the business divisions of the Company have well-defined Occupational Health and Safety Management system which includes OHS Manual, Operational Control Procedures (OCP) and supporting documents (Check-lists) to ensure the safety and well-being of its employees and workers.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

Both the business divisions of the Company have documented procedure to carry out assessment work related hazards and risks by conducting hazard and risk assessment, operational control measures, daily site inspections, safety committee joint walk downs etc. for all routine and non-routine activities carried out in our projects. Hazard and risk assessment also carried out by execution team in consultation with safety experts.

- c. Whether you have processes for workers to report the work related hazards and to remove themselves from such risks. (Y/N)

Yes. All workers are suitably trained for their daily functions. The company has an OHS observations (unsafe condition and unsafe act) and incident (accidents, near misses) reporting system. A management process carried out to ensure that all observations are closed. The work related incidents are investigated and corrective & preventive actions are implemented. The Company has a stop work policy and empowered all employees & workers to act immediately to remove themselves and co-workers from OHS risks. All workers are provided with Personal Protective Equipment (PPE). The manufacturing sites also have an Occupational Health Center (OHC) and ambulance within the premises.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? **(Yes/ No)**

Eligible workmen and employees are covered under ESIC for medical treatment. We also have arrangements with external well-resourced hospitals. Health Checkup of employees is conducted on regular basis.

Business Responsibility & Sustainability Report

11. Details of safety related incidents, in the following format:

Safety Incident/Number	Category	FY 2022-23 Current Financial Year	FY 2021-22 Previous Financial Year
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	Nil	Nil
	Workers	0.000844	Nil
Total recordable work-related injuries	Employees	Nil	Nil
	Workers	1	Nil
No. of fatalities	Employees	Nil	Nil
	Workers	Nil	Nil
High consequence work-related injury or ill-health (excluding fatalities)	Employees	Nil	Nil
	Workers	Nil	Nil

12. Describe the measures taken by the entity to ensure a safe and healthy work place.

Every worker is inducted on safety related aspects to be looked into before entering the project site premises or construction works or manufacturing sites. Safety tool-box talk is being conducted on regular interval. Annual Checkup is done for all workers to ensure their physical health condition. Regular Mock-drills, safety checks and audits are done to ensure safety of the employees.

13. Number of Complaints on the following made by employees and workers:

	FY 2022-23 (Current Financial Year)			FY 2021-22 (Previous Financial Year)		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	Nil	Nil	Nil	Nil
Health & Safety	2	Nil	All complains are addressed and resolved	1	Nil	All complains are addressed and resolved

14. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100%

Note: The assessment has been carried out by internal team.

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.
- No major and reportable safety related incidents have occurred in past financial year.
 - The minor safety related incidents were assessed, investigated and closed with necessary corrective and preventive actions.

Business Responsibility & Sustainability Report

PRINCIPLE 4: Businesses should respect the interests of and be responsive to all its stakeholders

Essential Indicators

- Describe the processes for identifying key stakeholder groups of the entity.
Internal and external group of stakeholders are identified through need-assessment, business impact-assessment and engagement with local communities around the Company's operating sites / business locations.
- List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/ No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community Meetings, Notice Board, Website), Other	Frequency of Engagement (Annually/ Half yearly/ Quarterly/ Others – please specify)	Purpose and scope of engagement Including key topics and concerns raised during such engagement
Shareholder	No	Annual reports, Quarterly Results, Company's Website, Information to Stock Exchange.	As per statutory requirement or as and when required	Long term value creation, Transparency.
Employees	No	Email, Employee engagement survey, Town hall meeting, Friday talk, Intranet portal of organization, Notice Board, Meetings, Half yearly & annual reviews.	As & When required	Diversity, Quality of Work & Life, Fair wages & Remuneration benefits, Training & Development, Career Growth, Health & Safety.
Customer	No	Face to Face meetings, Telephonic, Email	Need basis	To build strong relationship, To check on any future requirement, To check on any issues they are facing or any suggestion/feedback they want to provide.
Supplier / Contractor	No	Work / Purchase order, Meetings, E-Mails, Site Visit (where as require)	Need basis	Timely work completion Health & Safety, Technical evaluation, Cost & Quality
Government	No	E-Mail & Personal Meetings	Need basis	Information & Statutory Approvals.
Community	No	Meetings & Visits	Need basis	Education, Empowerment etc.

Business Responsibility & Sustainability Report

PRINCIPLE 5: Businesses should respect and promote human rights

Essential Indicators

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Total (A)	No. of employees/workers covered (B)	% (B / A)	Total (C)	No. of employees/workers covered (D)	% (D / C)
Employees						
Permanent	170	81	48%	185	113	61%
Other than permanent	19	1	0%	20	9	45%
Total Employees	189	82	43%	205	122	59%
Workers						
Permanent	101	0	0%	111	0	0%
Other than permanent	74	0	0%	62	0	0%
Total Workers	175	0	0%	173	0	0%

Note: There are human rights related training imparted on partial topics.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-23 Current Financial Year					FY 2021-22 Previous Financial Year				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent										
Male	151	Nil	Nil	151	100%	164	Nil	Nil	164	100%
Female	19	Nil	Nil	19	100%	22	Nil	Nil	22	100%
Other than Permanent										
Male	17	Nil	Nil	17	100%	17	Nil	Nil	17	100%
Female	2	Nil	Nil	2	100%	3	Nil	Nil	3	100%
Workers										
Permanent										
Male	101	Nil	Nil	101	100%	112	Nil	Nil	112	100%
Female	0	Nil	Nil	0	N.A.	0	Nil	Nil	0	N.A.
Other than Permanent										
Male	72	72	100%	Nil	Nil	60	60	100%	Nil	Nil
Female	2	2	100%	Nil	Nil	2	2	100%	Nil	Nil

Business Responsibility & Sustainability Report

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/ wages of respective category	Number	Median remuneration/ salary/ wages of respective category
Board of Directors (BoD)	0	N.A.	1	144.00
Key Managerial Personnel	2	139.29	0	N.A.
Employees other than BoD and KMP	159	1,592.02	18	101.11
Workers	101	242.52	0	NA

Note: Commission and sitting fees of non-executive directors is not included in the above figures.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? – Yes
5. Describe the internal mechanisms in place to redress grievances related to human rights issues.
- Grievance mechanism in place wherein one can approach the concerned department as per process and procedure prescribed and if he/she is not satisfied with the resolution then the person can use the online grievance submission through intranet.
- The Company works with agility by continuously reviewing their practices, policies and programs to build a robust system of redressal of grievances related to human rights by keeping the details of concerned individuals confidential.
6. Number of Complaints on the following made by employees and workers:

	FY 2022-23 Current Financial Year			FY 2021-22 Previous Financial Year		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment	Nil	NA	-	Nil	NA	-
Discrimination at workplace	Nil	NA	-	Nil	NA	-
Child Labour	Nil	NA	-	Nil	NA	-
Forced Labour/ Involuntary Labour	Nil	NA	-	Nil	NA	-
Wages	Nil	NA	-	Nil	NA	-
Other human rights related issues	Nil	NA	-	Nil	NA	-

7. Mechanisms to prevent adverse consequences to the complaint in discrimination and harassment cases.
- We have a policy in place which prevents adverse consequences to the complainant in discrimination and harassment cases.
8. Do human rights requirements form part of your business agreements and contracts?
- Yes, adherence to human rights forms a part of major business agreements and contracts.

Business Responsibility & Sustainability Report

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child labour	100% of our offices and project sites were assessed during FY 2022-23
Forced/involuntary labour	
Sexual harassment	
Discrimination at workplace	
Wages	
Others – please specify	

10. Provide details of any corrective actions taken or underway to address significant risks /concerns arising from the assessments at Question 9 above.

There are no significant risks / concerns arising from the assessment carried out, as referred above.

PRINCIPLE 6: Businesses should respect and make efforts to protect and restore the environment

Essential Indicators

1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-23 (Current Financial Year) (In Mega Joules)	FY 2021-22 (Previous Financial Year) (In Mega Joules)
Total electricity consumption (A)	1,44,86,722	1,95,10,279
Total fuel consumption (B) Through natural gas by gas engine	10,85,26,869	11,04,40,343
Energy consumption through other sources (c) Through Diesel at DG Set	59,538	83,393
Total energy consumption (A+B+C)	12,30,73,129	13,00,34,015
Energy intensity per rupee of turnover (Total energy consumption/turnover in rupees)	0.099 MJ/rupee	0.171 MJ/rupee

The details mentioned in the above table are summation of the energy consumption of both the businesses of the Company. The details also include the energy consumption for staff quarters, colony, group entities and tenants, based on business arrangements.

2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

Not Applicable

Business Responsibility & Sustainability Report

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	1,09,005	1,17,704
(iii) Third party water	0	0
(iv) Seawater / desalinated water	0	0
(v) Others	1,877.04	2,007.75
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	1,10,882.04	1,19,711.75
Total volume of water consumption (in kilolitres)	1,10,882.04	1,19,711.75
Water intensity per rupee of turnover (Water consumed / turnover)	0.090 KL/rupee	0.157 KL/rupee

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

The details mentioned in the above table are summation of the water consumption of both the businesses of the Company. The details also include the water consumption for staff quarters, colony, group entities and tenants, based on business arrangements.

4. Has the entity implemented a mechanism for Zero Liquid Discharge?

If yes, provide details of its coverage and implementation.

No. However, the Company through its efficient processes and operations endeavors to reduce the demand for freshwater. Most of our real estate projects are equipped with sewage treatment plants that treat sewage water which can be reused in flushing and gardening and rainwater harvesting system to store and reuse or recharging the groundwater levels through recharge pits.

5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Real Estate business:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	µg/m ³	16.52	16.98
SOx	µg/m ³	15.38	15.28
Particulate matter (PM 10)	µg/m ³	95.60	98.82
PM 2.5		54.57	59.31
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	NA	NA	NA
Hazardous air pollutants (HAP)	NA	NA	NA
Others – please specify	NA	NA	NA

Business Responsibility & Sustainability Report

API business:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	ppm	43.5	39
Sox	ppm	8	5
Particulate matter (PM)	mg/Nm ³	17	Nil
Persistent organic pollutants (POP)	NA	NA	NA
Volatile organic compounds (VOC)	mg/Nm ³	NA	NA
Hazardous air pollutants (HAP)	NA	SO ₂ - 11.5 NO _x - 11.5 CL ₂ -3.5 HCL-1.5 NH ₃ -6.37	SO ₂ - 1.84 NO _x - 0.52 CL ₂ -0 HCL-5.6 NH ₃ -0
Others – please specify	NA	NA	NA

BDL = Below Detection Limit

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency.

Yes. The Real Estate division's air emission data were evaluated by Prakruti Environmental Engineers (NABL accredited lab). Whereas, the API division's air emission data were evaluated by Dharmsinh Desai Institute of Technology (DDIT), Nadiad and Sophisticate Instrument Center For Applied Research & Testing (SICART), Vallabh Vidhya Nagar.

6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	3.22 MT Co ₂	4.52 MT Co ₂
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	<i>Metric tonnes of CO₂ equivalent</i>	NA	NA
Total Scope 1 and Scope 2 emissions per rupee of turnover		0.0000000261 MT CO ₂ /rupee	0.0000000595 MT CO ₂ /rupee

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

The above table reflects details of the API business. The real estate division has not carried out any study for the referred parameters for the current year.

7. Does the entity have any project related to reducing Green House Gas emission?

If Yes, then provide details.

No.

Business Responsibility & Sustainability Report

8. Provide details related to waste management by the entity, in the following format:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Total Waste generated (in metric tonnes)		
Plastic waste (A)	13.31	10.525
E-waste (B)	1.955	0
Bio-medical waste (C)	0	0
Construction and demolition waste (D)	0	0
Battery waste (E)	0	0
Radioactive waste (F)	0	0
Other Hazardous waste. Please specify, if any. (G)	269	439
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	221.93	191.27
Total (A + B + C + D + E + F + G + H)	506.195	640.795
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	114	329
(ii) Re-used	0	0
(iii) Other recovery operations	55.93	78.79
Total	169.93	407.79
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	14	17
(ii) Landfilling	9	22
(iii) Other disposal operations	312	194
Total	335	233

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

The details mentioned in the above table are summation of the waste generation of both the businesses of the Company.

9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The type and quantity of waste generated by the real estate division is segregated and kept in designated yards according to waste classes. Prior to disposal, consideration for reuse or recycling is considered, depending on the quality of the waste.

The generated air emissions, liquid and solids are tested in-house for their character with respect to hazards and stored at appropriate reservoirs before taking up at ETP plant for their respective treatment. Generated waste stream and solids from manufacturing process are treated at our GPCB-approved Effluent Treatment Plant (ETP). Any undesired emissions are subjected to scrubbing systems and the generated solid and liquid are disposed of within the complying parameters at government approved sites.

Business Responsibility & Sustainability Report

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

None of the Company's operations / offices is falling in or around ecologically sensitive areas.

11. Details of Environmental Impact Assessments (EIA) of projects undertaken by the entity based on applicable laws, in the current financial year:

Nil as none of the projects were falling within the purview of EIA.

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

Yes, we are compliant with the applicable environmental law/ regulations/ guidelines in India.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent

Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.
Currently, we are associated with 9 trade and industry chambers / associations.
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Indian Green Building Council (IGBC)	National
2	Confederation of Real Estate Developers Association of India	National
3	Central Ground Water Authority (CGWA)	National
4	CPCB: Plastics waste management	National
5	Securities and Exchange Board of India (SEBI)	National
6	Indian Chemical Council	National
7	Federation of Indian Export Organizations	National
8	Federation of Gujarat Industry	State
9	Geo Gujarat Employee Organization	State

2. Provide details of corrective action taken or underway on any issues related to anti- competitive conduct by the entity, based on adverse orders from regulatory authorities.

Not applicable. As there was no anti-competitive conduct by the Company, no adverse orders were passed by regulatory authorities against the Company.

Business Responsibility & Sustainability Report

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development

Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year. Not Applicable
2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement(R&R) is being undertaken by your entity, in the following format: Not Applicable
3. Describe the mechanisms to receive and redress grievances of the community.
Local communities can raise their grievances via dedicated email id / phone lines. We also facilitate easy accessibility by providing alternative modes to reach out to our local site offices.
4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

Real Estate:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	36%	26%
Sourced directly from within the district and neighboring districts	87%	72%

API Business:

	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
Directly sourced from MSMEs/ small producers	4%	2%
Sourced directly from within the district and neighboring districts	78%	49%

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner

Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.
The real estate business has a robust grievance mechanism system to address customer complaints and concerns. Customer feedback is essential to determine what the customer feels about our product and services being offered, improvements needed in our product/ services and analysing their satisfaction. Besides, the regulatory modes, the customers for residential projects are provided will multiple options to raise their grievances by email / phone calls or at any of our offices. Our tenants for commercial spaces are provided access for complaint management application for ease of placing their grievance and prompter action by the Company. The API business also has a well-defined SOP handling of complaints.
2. Turnover of products and/ services as a percentage of turnover from all products/servicethat carry information about:
Not applicable to the real estate business. However, information pertaining to the API business is as under:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

Business Responsibility & Sustainability Report

3. Number of consumer complaints in respect of the following:

	FY 2022-23 (Current Financial Year)		Remarks	FY 2021-22 (Previous Financial Year)		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	NA	-	-	NA
Advertising	-	-	NA	-	-	NA
Cyber-security	-	-	NA	-	-	NA
Delivery of essential services	-	-	NA	-	-	NA
Restrictive Trade Practices	-	-	NA	-	-	NA
Unfair Trade Practices	-	-	NA	-	-	NA
Other	-	-	NA	-	-	NA

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	-	NA
Forced recalls	-	NA

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? **(Yes/No)** If available, provide a web-link of the policy.

Yes, the Company has an "Information Security Policy" in place which includes provisions for cyber security and data privacy. The same is placed on the intranet of the Company.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.

There were no issues relating to advertising, delivery of essential services, cyber security and data privacy of customers. There was no instance of product recall. No penalty was levied or action was taken by any regulatory authority on account of any deficiency relating to safety of products / services in the financial year.

On behalf of the Board of Directors,

Sd/-

Malika Amin

Managing Director & CEO

and BR Head

(DIN: 00242613)

Date: 12th May, 2023

Place: London